

MILPITAS ETHICS PROGRAM DRAFT CORE VALUES TO INCLUDE IN *CODE OF ETHICS*

7 April 2004

Six values remain as we proceed to Workshop 3. Their names should be words regular people understand immediately. The descriptions are descriptions drafted by participants in Workshop 2, with the exception of accountability, which Dr. Shanks drafted. This Code now reflects rankings from the Milpitas Citizen Survey 2004, the reordering of values during Workshop 1, small group work during Workshop 2.

#	Milpitas values:	Values in the cluster	Descriptions: In serving this community...
1	Honesty	Honesty, integrity, dependability	I am truthful, keep promises, try to do what's best for the City, am accurate with the public, put the City's interests first, am reliable, responsible, and am person of integrity.
2	Respect	Genuine respect, effective communication and listening, responsive public service, empathy, compassion	I treat people with genuine respect, the way I would treat a trusted co-worker. Even when we disagree I practice patience, courtesy, and civility, while working hard to earn citizen trust. I listen carefully, respond without arrogance, and understand that respect requires effective two-way communication.
3	Fairness	Impartiality, fairness, objective judgment, free from conflict of interest,	I treat people impartially, share information openly, and advocate for public involvement in City decisions. I make objective judgments while avoiding conflicts of interest.
4	Accountability	Responsibility, Accountability	I am accountable to the public. I am willing to explain actions, admit mistakes, and engage in continuous improvement to overcome stumbling blocks. I advocate courageous measurability, follow through, and accept responsibility to be a credible role model for this Code of Ethics.
5	Collaboration	Collaboration, valuing diversity, open-mindedness	I collaborate by reaching out to all stakeholders, involving them in the process, and asking for and listening to their opinions, recognizing that good ideas come from anyone. I emphasize teamwork for community success over that of the individual.
6	Stewardship	Environmental conservation, protecting built and natural environment, fiscally responsible, organizational stability, vision, being progressive.	I protect and conserve community resources, including financial, environmental, and cultural. I practice fiscal responsibility, maximize resources, maintain public trust, and assure the long-term stability of the community.
The following were merged into #6 above.			
7	Fiscal Responsibility	Fiscal Responsibility, financially prudent, organizational stability (competence, following procedures)	Makes good financial decisions, sustainable development, follows procedures, also respects public property
8	Vision	Being visionary, progressive, thinking outside the box	Maintains a vision of the future, keeps the City advancing, good use of technology, challenges status quo thinking